



THE SECRETARY OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D. C. 20201

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The Honorable Stansfield Turner
Director
Central Intelligence Agency
Washington, D.C. 20505

Dear Admiral Turner:

As you may know, I recently announced that HEW is undertaking a major initiative to combat alcoholism and alcohol abuse. A copy of my speech on the occasion of that announcement is enclosed.

It is now estimated that seven percent of all American adults--ten million people--are problem drinkers. Each year, the social costs of alcoholism and alcohol abuse--from health costs, social services, traffic accidents and crime--amount to tens of billions of dollars. In addition, this is a major problem which saps the efficiency and productivity of our Nation's work force.

As the Nation's leading employer, the Federal Government must be particularly concerned with the impact of alcohol related problems on people's capacity to work. In recognition of this, the Congress has already enacted legislation requiring all Federal agencies to develop for their employees appropriate programs of prevention, treatment and rehabilitation for drug abuse and alcohol related problems. However, the response to this mandate by Federal agencies has been uneven, with some agencies having very effective programs and some having no program at all.

I am writing to urge you to establish, if you have not already done so, one of the most effective types of programs for dealing with alcohol problems--a work-based Employee Counseling Service (ECS). These programs focus on early identification and treatment of employees who may need or desire help with alcohol-related or other personal problems. These programs have shown that as many as seventy percent of those who accept treatment can be restored to effectiveness at work. At the same time, health care costs can be contained.

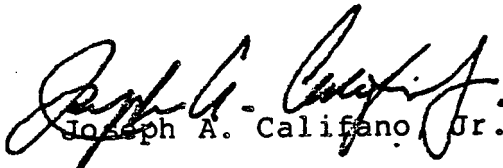
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The programs have been found to be very successful by the GAO, the Interagency Committee on Federal Activities for Alcohol Abuse and Alcoholism, and by several Federal agencies which have such programs. They are also supported by the Office of Personnel Management (OPM).

I am convinced that ECSs work. I have, therefore, recently stepped up our efforts to make these programs available to all employees at HEW, and to promote similar programs among employees in the private sector, among State and local governments--and among all Departments and agencies at the Federal level.

If you do not already have such a program, I urge you to consider creating one. OPM has primary responsibility for implementing Federal policy in this area and, through its Employee Health Services Branch, will respond to your requests for technical assistance in establishing or improving such programs. Please feel free to contact Donald A. Phillips, Manager, Alcoholism and Drug Abuse Program, Office of Personnel Management at 254-5720. I have also asked John DeLuca, Director of the National Institute on Alcohol Abuse and Alcoholism, to make staff available to assist you. Please feel free to contact Mr. DeLuca at 5600 Fishers Lane, Room 16-105, Rockville, Maryland 20857, (301) 443-3885, if you would like such assistance.

Sincerely,


Joseph A. Califano, Jr.

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